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PARTNERSHIP IN EQUITY

MONTANA VOCATIONAL EDUCATION EQUITY BULLETIN
SEPTEMBER 1988 NO. 1

Welcome to the New Equity Bulletin

Connecting, linking and resourcing people in both education and the workforce is the purpose of PIE (Partnership in Equity Newsletter). It is a vehicle in which educators at all levels and the people in all areas of the workforce can share ideas, information and planning about equity issues.

This newsletter is being funded through the Carl D. Perkins sex equity coordinator's budget. Cindy Stergar is presently the person responsible for that position, titled the Human Resource Development Officer. A committee from the State Vocational Equity Advisory Council will oversee this bulletin. members of that committee are Mark Lalum, Kalispell and Joyce Silverthorne, Salish Kootenai, Pablo.

PIE will be published every two months and present information on various topics related to Equity and Carl D. Perkins Funding. *Watch for it!*

Business and Education Form New Council

The first meeting of the *State Vocational Equity Advisory Council* met in Butte August 5, 1988. The council is composed of members from various types of businesses and vocational educators. The purpose of the council is to surface equity issues from the various areas of the state; generate strategies to address the issues; and provide advice for planning to the Human Resource Development Officer. An important philosophy of the Deputy Commissioner of Vocational Education is to listen to the people in the field regarding vocational education in Montana. This council is representative of the field to assist with planning in vocational equity issues.

Three priorities were targeted for the 1989 year. Connecting people in the field through a newsletter (PIE); marketing strategies for public awareness concerning equity; and a June 1989 statewide equity conference.

A NEWSLETTER PHILOSOPHY

Sex equity means equal opportunity for education and employment regardless of an individual's gender. Barriers to sex equity, fostered by personal and social biases and sex role sterotypes, can only be broken down by the exchange of ideas and communication on sex discrimination issues.

Equity Exchange PIE, the equity bulletin for Montana educators and employers, encourages readers to use this forum to express ideas, report activities, and discuss issues pertaining to sex equity.

This Newsletter is being published by the Human Resource Development office funded by Carl D. Perkins Vocational Education, Sex Equity Funds. 33 S. Last Chance Gulch, Helena, MT 59620—(406)-444-6570.

PLEASE RETURN

Regional Equity Networks: People Resourcing People

The Human Resource Development office funded through the Carl D. Perkins Act has developed six regional equity networks. These networks are groups of people throughout Montana who will meet locally to discuss equity issues. The members are people from all levels of education, various areas of the private and public business sector as well as student representation.

The purpose of these networks is to create a grassroots information system that focuses on equity—equal access to education, training and employment programs. The chairpersons of each Regional Equity Network are members of the State Vocational Equity Advisory Council.

All members of the public are welcome to attend the regional meeting. The six regions are:

Region I — Glendive and North Area.

Region II — Billings, Miles City and South Area (October 4, 1988 - Tuesday - Billings Vo-Tech)

Region III — Great Falls, Cut Bank, Havre, Lewistown, Browning Area (September 27, 1988 - Great Falls Vo-Tech).

Region IV — Helena, Anaconda, Butte, Dillon, Bozeman Area (October 6, 1988 - 2:30 p.m. - Butte Vo-Tech).

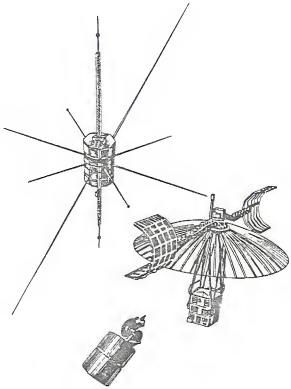
Region V — Missoula and areas south and west (October 5, 1988 - 4:30 p.m. - Missoula Edgewater).

Region VI — St. Ignatius North, Kalispell, Libby and surrounding area (October 5, 1988 - 6:30 p.m. - Kalispell Dos Amegos Restaurant).

For more information call: Cindy Stergar, Human Resource Development Office 444-6570.

The Carl D. Perkins State Plan Amendment Hearings: The public is invited to comment on Montana's State Plan for using Carl D. Perkins Vocational Education money. Call 444-6570 for more information.

Helena Vo-Tech — September 14, 1988
Great Falls Vo-Tech — September 26, 1988
Billings Vo-Tech — September 30, 1988



Telecommunications: Here We Come!

The 13 displaced homemaker centers will be linking together through Big Sky Telegraph Systems located at Western Montana College, Dillon this fall. Through the use of computer technology the centers can share resources, information and messages with each other, rural teachers and economic development groups.

New Video Resources

Trade Secrets — Interviews men and women in the trades. Excellent for use in pre-vocational sessions. (Secondary-Adult) Call - 444-6570.

Poverty Shock: Any Women's Story — Real life situations portraying the 'feminization of poverty'. (Community Agencies, Vo-tech, Community Colleges.) Call - 444-3082.

On Equal Terms — Overview of sex equity issues for both sexes; explores non-traditional occupations and comparable worth (Secondary-Adult, Community Agencies). Call - 444-3082.

In the Work Arena

Questions that may be suspect on job application forms and interviews:

1. What is your maiden name?
2. Are you a U.S. citizen?
3. Please list all paid work experiences.
4. Do you own your own home? Rent?
5. Please describe your state of health.

These questions are suspect because they could provide possible discriminating information, such as:

1. Marital status.
2. National origin.
3. Leaves out volunteer thus excludes displaced homemakers and others whose work experience came from voluntary work.
4. Income—targeting low income.
5. Targeting handicapped—too broad of a question.

Adopted from: (*Protecting Against Sexual Harassment,* State Personnel Division, for more information contact Linda Davis—444-3796.)

State Equity Conference: June 1989. A statewide equity conference will be held targeting equity in education and the workplace—co-sponsors will be Carl D. Perkins through the Commission of Higher Education, JTPA, and Title IV through Office of Public Instruction, Montana State Business and Professional Women and the Regional Equity Center at Weber State—Coordinator:
Maureen Jones—728-7573.

Title IX Officers: Training for all Title IX officers will be held this fall—WATCH FOR THE DATES (Call 444-6570).

Spotlight

Partnership with education and employment was the focus this summer in two programs joining Carl D. Perkins and JTPA funding sources.

Blackfeet and Flathead Reservations were the sites of a model project called *Prevocational, Motivational Vocational Awareness Program* (Carl D. Perkins Grant) which joined with the tribal JTPA summer youth program. The youth received paid work experience as well as group and individual vocational career testing, assessment and planning. Agreements were made with employers to allow youths participating to use work time for career and motivational training. These youth finished the summer equipped with knowledge about compatible work, individual career skill assessment and information about future vocational career training and employment. (For more information call Rene Dubay—444-6565.)

Flathead County was the site of another partnership project linking Flathead High School (District V) and Northwest Montana Human Resource Council. The SYSTEM (Summer Youth Skills Technical Education Model) Project, as it was titled, utilized 8% JTPA education funds and 2A Summer Youth funds to provide youth (High Risk) an opportunity to gain ½ credit in a technical course plus paid on-the-job experience in a technical field.

Certified instructors provided classroom credit training in shop, forestry and office procedures four mornings a week, and the rest of the time the youth was on the job usually in a field related to their course work. The youth were paid $3.35 an hour for all hours of participation. Thirty (30) youth (17 males and 13 females) participated and will end their summer being one step further in their education plus having acquired a technical skill. A video is being produced presenting an overview of this project. (For further information please call Carla Heintz or Mary Danford, 752-6565.)

CALENDAR OF UPCOMING EVENTS

September

9-10	Great Falls — Economic Realities for New Age Families Conference — (406) 727-0966
12	Whitefish — JTCC Meeting — 444-4500
14	Helena — State Plan Amendment Hearings — 444-6570
14	Whitefish — BOX PIC Meeting — 444-4500
15-16	Helena — Board of Regents Meeting
21-23	Lewistown — State Displaced Homemaker Network Meeting
27	Great Falls — "Montana is in Vocational Training for the 21st Century Conference" 444-2964
27	Great Falls — Regional Equity Network Meeting — 444-6570
28-29	Butte — State EEO Conference — 444-3796

October

3	Miles City — Fall Leadership Conference (OEA, DECA, ULCA, FHA)
4	Billings — Regional Equity Network Meeting
4-7	Cheyenne — Region VIII Displaced Homemaker Conference
5	Missoula — Regional Equity Network Meeting
5	Kalispell — Regional Equity Network Meeting
6	Butte — Regional Equity Network Meeting
11	CEP PIC Meeting — 444-4500
20-21	Montana Association for Counseling & Development Conference
20-22	Butte — Montana Vocational Association State Conference
25-28	Great Falls — JTPA State Program Operators Meeting — 444-4500

November

4	Great Falls — Vo-Tech Affirmative Action Officers Meeting
10	Billings — Community College and Tribally Controlled Community College Affirmative Action Officers Meeting
15	State Vocational Equity Advisory Council Meeting

June 1989

Statewide Equity Conference

For information regarding this publication contact: Cindy Stergar, HRDO, OCHE, 33 S. Last Chance Gulch, Helena, Montana 59620 — (406) 444-6570.

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